

EXHIBIT A

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RICHARD MILLS

FILED
Superior Court Of California,
Sacramento
12/05/2017
aseagle
By _____, Deputy
Case Number:
34-2017-00223213

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO - CIVIL DIVISION

RICHARD MILLS, an individual;
Plaintiff,

vs.

ACCENTURE LLP, an Illinois limited liability partnership; ACCENTURE LLC, an Illinois limited liability company; ZENTA MORTGAGE SERVICES, LLC, a Delaware limited liability company; and Does 1-50; inclusive,
Defendants.

Case No.:

COMPLAINT FOR DAMAGES AND INJUNCTIVE RELIEF:

1. Disability Discrimination (Gov. Code § 12940(a));
2. Failure to Make a Reasonable Accommodation (Gov. Code § 12940(m));
3. Failure to Engage in Interactive Process (Gov. Code § 12940(n));
4. Retaliation (Gov. Code § 12940(h));
5. Failure to Prevent Discrimination and Retaliation (Gov. Code § 12940(k));
6. Wrongful Termination in Violation of Public Policy

JURY TRIAL DEMANDED BY FAX

Plaintiff, RICHARD MILLS, hereby brings his complaint against the above-named Defendants and states and alleges as follows:

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THE PARTIES

1. Plaintiff RICHARD MILLS ("Mr. MILLS" or "PLAINTIFF") is an individual residing in the County of Sacramento, State of California. At all relevant times herein mentioned, Mr. MILLS resided in the State of California.

2. At all relevant times herein mentioned, Defendant ACCENTURE LLP was, and is, is a limited liability partnership organized and existing under the laws of the State of Illinois, with its principal place of business in Chicago, Illinois and was and is doing business in the County of Sacramento.

3. At all relevant times herein mentioned, Defendant ACCENTURE LLC was, and is, is a limited liability company organized and existing under the laws of the State of Delaware, with its principal place of business in Chicago, Illinois and was and is doing business in the County of Sacramento.

4. At all relevant times herein mentioned, Defendant ZENTA MORTGAGE SERVICES, LLC was, and is, is a limited liability company organized and existing under the laws of the State of Delaware, with its principal place of business in Charlotte, North Carolina and was and is doing business in the County of Sacramento.

5. Defendants ACCENTURE LLP, ACCENTURE LLC, ZENTA MORTGAGE SERVICES, LLC and DOES 1 through 50 are collectively referred to as "DEFENDANTS."

6. Mr. MILLS is informed and believes and thereon alleges that each Defendant named in this action, including the Doe Defendants, at all relevant times were the agents, ostensible agents, servants, employees, representatives, assistants and/or co-conspirators of each of the other Defendants and were at all times acting at least in part within the course and scope of his, her, or its authority as agents, ostensible agents, servants, employees, representatives and/or associates, with the authorization, consent, permission or ratification of each of the other Defendants.

GENERAL AND BACKGROUND ALLEGATIONS

7. From on or about December 2, 2015 until July 28, 2016, Mr. MILLS was an employee of Defendants ACCENTURE LLP, ACCENTURE LLC, ZENTA MORTGAGE

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1 SERVICES, LLC and Does 1 through 50, in Rancho Cordova, California.

2 8. The acts and omissions of DEFENDANTS alleged herein, except as otherwise
3 noted, occurred in the County of Sacramento, State of California.

4 9. On or about December 2, 2015, Mr. Mills began his employment as a Transaction
5 Processing Analyst for DEFENDANTS in Rancho Cordova.

6 10. At all times during his employment, Mr. MILLS performed his job competently.

7 11. Between January 20 to 22, 2016, Mr. MILLS was out sick due to his disabilities,
8 anxiety disorder and major depressive disorder.

9 12. On or about January 25, 2016, when Mr. MILLS returned to work, he was
10 scrutinized for the time he took off for being out sick.

11 13. On or about January 25, 2016, Mr. MILLS' supervisors, Grace Kapuan, and
12 Nancy Jann, informed him that he did not have enough time to take sick leave. When Mr.
13 MILLS disputed this assertion, stating that that he believed employees are allowed at least five
14 (5) days off work each, Ms. Jann questioned whether Mr. MILLS actually wanted to work for
15 DEFENDANTS. At this time, Mr. MILLS disclosed that the working conditions were
16 exacerbating his disabilities and that he took medical leave from January 20-22, 2016 due to
17 treatment for his disabilities.

18 14. On or about April 27, 2016, Mr. MILLS needed to take an additional two more
19 days off as a result of his disabilities.

20 15. On or about May 3, 2016, Ms. Kapuan yelled at her employees in a meeting,
21 which Mr. MILLS and other employees deemed inappropriate and stressful.

22 16. On or about May 4, 2016, Mr. MILLS complained to human resources
23 anonymously by presenting a letter setting forth the hostile working environment created by Ms.
24 Kapuan's conduct on May 3, 2016 and sought an investigation to redress the situation.

25 17. On or about May 4, 2016, Ms. Kapuan questioned Mr. MILLS about the May 3,
26 2016 incident. Mr. MILLS earnestly informed her that he believed he should not yell at her
27 employees in the manner that she did.

28 18. On or about May 5, 2016, Ms. Nancy Jann, Unit Manager and Ms. Kapuan's

1 direct manager, questioned Mr. MILLS regarding the May 3, 2016 incident and Mr. MILLS
2 again responded earnestly about the extent to which his peers were offended and outraged by Ms.
3 Kapuan's conduct and directives from that day.

4 19. Later that same day on May 5, 2016, Ms. Jann announced that Mr. MILLS' team
5 will be disbanded except for two of the employees, Roneesha Jenkins and Janelle, whose last
6 name is unknown to PLAINTIFF at this time.

7 20. From May 6 to May 9, 2016, Mr. MILLS called in sick due to his disabilities.

8 21. On or about May 10, 2016 when Mr. MILLS returned to work, he requested a
9 transfer to a different location and/or position as an accommodation for his disabilities.

10 22. Within hours after Mr. MILLS' request for reasonable accommodations on May
11 10, 2016, a human resource representative, Andrea Stapp-Holland and Ms. Jann met with him to
12 warn him that any further unplanned absences even with the use of paid time off would not be
13 permitted whether or not due to Mr. MILLS' disabilities. They also informed Mr. MILLS that
14 while they would consider a transfer, it was not likely feasible. Further they informed him that
15 since Mr. MILLS should consider resigning. Mr. MILLS immediately responded that he will do
16 what he needs to do to keep his job and did not intend on resigning.

17 23. Later in the day on May 10, 2016, Ms. Jann further informed Mr. MILLS that she
18 was planning to halt his workflow on the assumption that Mr. MILLS will likely be leaving
19 DEFENDANTS.

20 24. On or about May 11, 2016, Ms. Stapp-Holland and Jann informed Mr. MILLS
21 that a transfer to another department like the call center was not viable. At this same meeting,
22 they urged Mr. MILLS to resign as they deemed that he was not able to perform his job with his
23 disabilities. In response, Mr. MILLS again responded that he did not intend to quit and intended
24 to continue working.

25 25. On or about June 22, 2016, Ms. Jann reprimanded Mr. MILLS for allegedly using
26 his cell phone during work hours and warned that he would be terminated should there be
27 another similar occurrence.

28 26. On or about July 19, 2016, Ms. Jann reprimanded Mr. MILLS after receiving an

1 alleged complaint from a customer.

2 27. On or about July 21, 2016, Ms. Stapp-Holland and Lori Witz, Ms. Jann's
3 supervisor, reprimanded Mr. MILLS of allegedly hanging up on a customer and informed him
4 that he will be terminated on July 28, 2016.

5 28. On or about July 28, 2016, DEFENDANTS terminated Mr. MILLS' employment.

6 29. On July 24, 2017, Mr. MILLS filed a complaint with the California Department of
7 Fair Employment and Housing ("DFEH") and received an immediate "right to sue" letter.

8 **FIRST CAUSE OF ACTION**

9 **DISABILITY DISCRIMINATION**

10 **IN VIOLATION OF GOVERNMENT CODE § 12940(a) ET SEQ. (FEHA)**

11 **(Against All Defendants)**

12 30. PLAINTIFF re-alleges and incorporates herein by this reference the allegations in
13 the foregoing paragraphs, as though set forth herein.

14 31. At all times mentioned in this complaint, each of the DEFENDANTS regularly
15 employed five or more persons, bringing DEFENDANTS within the provisions of California
16 Fair Employment and Housing Act ("FEHA"), Government Code, § 12926(d).

17 32. This cause of action is brought pursuant to the FEHA, Gov. Code, § 12940(a)
18 which prohibits an employer from discriminating against employees, such as Mr. MILLS, on the
19 basis of the employee's disability and/or perceived disability.

20 33. Mr. MILLS was in a protected class as a qualified individual that limited his
21 major life activities. Specifically, but without limitation, Mr. MILLS suffered from anxiety
22 disorder and major depressive disorder. As a result of his anxiety disorder and major depressive
23 disorder, Mr. MILLS was disabled under Gov. Code §§ 12926 and 12926.1.

24 34. DEFENDANTS engaged in a pattern and practice of discriminating against
25 employees, including Mr. MILLS, and did discriminate against Mr. MILLS, on the basis of
26 disability, in compensation and conditions or privileges of employment, ultimately resulting in
27 the wrongful termination of Mr. MILLS. But for Mr. MILLS' disability, DEFENDANTS would
28 not have taken adverse employment actions against him, including termination of his

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1 employment.

2 35. Mr. MILLS timely filed charges of discrimination and received Notices of Right
3 to Sue from the DFEH. Thus, Mr. MILLS has exhausted his administrative remedies.

4 36. As the legal result of DEFENDANTS' conduct, Mr. MILLS has suffered and
5 continues to suffer substantial losses of wages, salary, benefits and additional amounts of money
6 that Mr. MILLS would have received if DEFENDANTS had not discriminated against him as
7 alleged above. Mr. MILLS has further suffered and continues to suffer losses incurred in seeking
8 substitute employment and earnings. As a result of such discrimination and consequent harm,
9 Mr. MILLS has suffered such damages in an amount according to proof. Mr. MILLS claims such
10 amounts as damages pursuant to California Civil Code § 3287 and/or §3288 and/or any other
11 provision of law providing for prejudgment interest.

12 37. As the further legal result of DEFENDANTS' conduct, Mr. MILLS has suffered
13 and continues to suffer embarrassment, anxiety, humiliation and emotional distress, all to his
14 damage in an amount according to proof.

15 38. As the further legal result of DEFENDANTS' conduct, Mr. MILLS has been
16 harmed in that he has suffered the intangible loss of such employment-related opportunities as
17 experience and status in the positions previously held by him, all to his damage in an amount
18 according to proof.

19 39. The above-cited conduct of DEFENDANTS was done with malice, fraud and
20 oppression, and in reckless disregard of Mr. MILLS' rights under the FEHA. DEFENDANTS
21 consciously, intentionally and in conscious disregard of his rights discriminated against Mr.
22 MILLS because of his disability. Mr. MILLS is thus entitled to recover punitive damages from
23 DEFENDANTS in an amount according to proof.

24 40. As the result of DEFENDANTS' discriminatory acts as alleged herein, Mr.
25 MILLS is entitled to reasonable attorneys' fees and costs of suit as provided by FEHA, Gov.
26 Code § 12965(b).

27 WHEREFORE, Mr. MILLS requests relief as hereinafter provided.
28

SECOND CAUSE OF ACTION

FAILURE TO ACCOMMODATE

IN VIOLATION OF GOVERNMENT CODE § 12940(M) ET SEQ. (FEHA)

(Against All Defendants)

41. PLAINTIFF re-alleges and incorporates herein by this reference the allegations in the foregoing paragraphs, as though set forth herein.

42. At all times mentioned in this complaint, each of the DEFENDANTS regularly employed five or more persons, bringing DEFENDANTS within the provisions of FEHA, Government Code, § 12926(d).

43. This cause of action is brought pursuant to the FEHA, Gov. Code, §12940(m) requiring employers to make reasonable accommodation for the disabilities of employees, such as Mr. MILLS' disability.

44. Mr. MILLS was afflicted with anxiety and major depressive disorders, which are protected under the FEHA. As a result of Mr. MILLS' disabilities, he required reasonable accommodations to fully perform the duties of his job with DEFENDANTS. DEFENDANTS, however, refused to reasonably accommodate Mr. MILLS, although DEFENDANTS easily could have done so.

45. Mr. MILLS timely filed a charge of discrimination and received a Notice of Right to Sue from the DFEH. Thus, Mr. MILLS has exhausted his administrative remedies.

46. As the legal result of DEFENDANTS' conduct, Mr. MILLS has suffered and continues to suffer substantial losses of wages, salary, benefits and additional amounts of money that Mr. MILLS would have received if DEFENDANTS had not discriminated against him and refused to accommodate him as alleged above. As a result of such discrimination and failure to accommodate and consequent harm, Mr. MILLS has suffered such damages in an amount according to proof. Mr. MILLS claims such amounts as damages pursuant to California Civil Code § 3287 and/or §3288 and/or any other provision of law providing for prejudgment interest.

47. As the further legal result of DEFENDANTS' conduct, Mr. MILLS has suffered and continues to suffer embarrassment, anxiety, humiliation and emotional distress, all to his

1 damage in an amount according to proof.

2 48. As the further legal result of DEFENDANTS' conduct, Mr. MILLS has been
3 harmed in that he has suffered the intangible loss of such employment-related opportunities as
4 experience and status in the positions previously held by him, all to his damage in an amount
5 according to proof.

6 49. The above-cited conduct of DEFENDANTS was done with malice, fraud and
7 oppression, and in reckless disregard of Mr. MILLS' rights under the FEHA. DEFENDANTS
8 consciously, intentionally and in conscious disregard of his rights discriminated against Mr.
9 MILLS by refusing to reasonably accommodate his disability. Mr. MILLS is thus entitled to
10 recover punitive damages from DEFENDANTS in an amount according to proof.

11 50. As the result of DEFENDANTS' discriminatory acts as alleged herein, Mr.
12 MILLS is entitled to reasonable attorneys' fees and costs of suit as provided by California
13 Government Code section 12965(b).

14 WHEREFORE, Mr. MILLS requests relief as hereinafter provided.

15 **THIRD CAUSE OF ACTION**

16 **FAILURE TO ENGAGE IN THE INTERACTIVE PROCESS**

17 **IN VIOLATION OF GOVERNMENT CODE § 12940(n) ET SEQ. (FEHA)**

18 **(Against All Defendants)**

19 51. PLAINTIFF re-alleges and incorporates herein by this reference the allegations in
20 the foregoing paragraphs, as though set forth herein.

21 52. At all times mentioned in this complaint, each of the DEFENDANTS regularly
22 employed five or more persons, bringing DEFENDANTS within the provisions of FEHA,
23 Government Code, § 12926(d).

24 53. This cause of action is brought pursuant to the FEHA, Gov. Code, § 12940(n)
25 prohibiting employers from refusing to engage in a timely, good faith interactive process.

26 54. Mr. MILLS was afflicted with anxiety and major depressive disorders, which are
27 protected under the FEHA. As a result of Mr. MILLS' disabilities, he required reasonable
28 accommodations to fully perform the duties of his job with DEFENDANTS. DEFENDANTS,

1 however, refused to reasonably accommodate Mr. MILLS, although DEFENDANTS easily
2 could have done so.

3 55. Moreover, in rejecting Mr. MILLS' requests for accommodations and/or refusing
4 to accommodate Mr. MILLS, DEFENDANTS failed to engage in a timely, good faith interactive
5 process with Mr. MILLS to determine effective reasonable accommodations.

6 56. Mr. MILLS timely filed a charge of discrimination and received a Notice of Right
7 to Sue from the DFEH. Thus, Mr. MILLS has exhausted his administrative remedies.

8 57. As the legal result of DEFENDANTS' conduct, Mr. MILLS has suffered and
9 continues to suffer substantial losses of wages, salary, benefits and additional amounts of money
10 that Mr. MILLS would have received if DEFENDANTS had not discriminated against him, had
11 reasonably accommodated him, and/or had engaged in the interactive process as alleged above.
12 As a result of DEFENDANTS' actions and consequent harm, Mr. MILLS has suffered such
13 damages in an amount according to proof. Mr. MILLS claims such amounts as damages pursuant
14 to California Civil Code § 3287 and/or §3288 and/or any other provision of law providing for
15 prejudgment interest.

16 58. As the further legal result of DEFENDANTS' conduct, Mr. MILLS has suffered
17 and continues to suffer embarrassment, anxiety, humiliation and emotional distress, all to his
18 damage in an amount according to proof.

19 59. As the further legal result of DEFENDANTS' conduct, Mr. MILLS has been
20 harmed in that he has suffered the intangible loss of such employment-related opportunities as
21 experience and status in the positions previously held by him, all to his damage in an amount
22 according to proof.

23 60. The above-cited conduct of DEFENDANTS was done with malice, fraud and
24 oppression, and in reckless disregard of Mr. MILLS' rights under the FEHA. DEFENDANTS
25 consciously, intentionally and in conscious disregard of his rights discriminated against Mr.
26 MILLS by refusing to engage in a timely, good faith interactive process. Mr. MILLS is thus
27 entitled to recover punitive damages from DEFENDANTS in an amount according to proof.

28 61. As the result of DEFENDANTS acts as alleged herein, Mr. MILLS is entitled to

1 reasonable attorneys' fees and costs of suit as provided by California Government Code §
2 12965(b).

3 WHEREFORE, Mr. MILLS requests relief as hereinafter provided.

4 **FOURTH CAUSE OF ACTION**

5 **RETALIATION**

6 **IN VIOLATION OF GOVERNMENT CODE § 12940(h) ET SEQ. (FEHA)**

7 **(Against All Defendants)**

8 62. PLAINTIFF re-alleges and incorporates herein by this reference the allegations in
9 the foregoing paragraphs, as though set forth herein.

10 63. At all times mentioned in this complaint, each of the DEFENDANTS regularly
11 employed five or more persons, bringing DEFENDANTS within the provisions of FEHA,
12 Government Code, § 12926(d).

13 64. This cause of action is brought pursuant to the FEHA, Gov. Code, § 12940(h)
14 preventing DEFENDANTS from discharging or otherwise discriminating against any employee,
15 such as Mr. MILLS, for exercising rights protected under the FEHA.

16 65. DEFENDANTS engaged in a pattern and practice of retaliating against
17 employees, including Mr. MILLS, for exercising protected rights. DEFENDANTS' adverse
18 actions, including, but not limited to, termination, and failure to transfer, were at least in part, in
19 retaliation for Mr. MILLS' suffering a disability, taking medical leave and/or requesting
20 reasonable accommodation.

21 66. Mr. MILLS timely filed a charge of discrimination and received a Notice of Right
22 to Sue from DFEH. Thus, Mr. MILLS has exhausted his administrative remedies.

23 67. As the legal result of DEFENDANTS' conduct, Mr. MILLS has suffered and
24 continues to suffer substantial losses of wages, salary, benefits and additional amounts of money
25 that Mr. MILLS would have received if DEFENDANTS had not retaliated against him as alleged
26 above. As a result of DEFENDANTS' actions and consequent harm, Mr. MILLS has suffered
27 such damages in an amount according to proof. Mr. MILLS claims such amounts as damages
28 pursuant to California Civil Code § 3287 and/or §3288 and/or any other provision of law

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1 providing for prejudgment interest.

2 68. As the further legal result of DEFENDANTS' conduct, Mr. MILLS has suffered
3 and continues to suffer embarrassment, anxiety, humiliation and emotional distress, all to his
4 damage in an amount according to proof.

5 69. As the further legal result of DEFENDANTS' conduct, Mr. MILLS has been
6 harmed in that he has suffered the intangible loss of such employment-related opportunities as
7 experience and status in the positions previously held by him, those he would have held, all to
8 his damage in an amount according to proof.

9 70. The above-cited conduct of DEFENDANTS was done with malice, fraud and
10 oppression, and in reckless disregard of Mr. MILLS' rights under the FEHA. DEFENDANTS
11 consciously, intentionally and in conscious disregard of his rights retaliated against Mr. MILLS.
12 Mr. MILLS is thus entitled to recover punitive damages from DEFENDANTS in an amount
13 according to proof.

14 71. As the result of DEFENDANTS' discriminatory and retaliatory acts as alleged
15 herein, Mr. MILLS is entitled to reasonable attorneys' fees and costs of suit as provided by
16 California Government Code, § 12965(b).

17 WHEREFORE, Mr. MILLS requests relief as hereinafter provided.

18 **FIFTH CAUSE OF ACTION**

19 **FAILURE TO PREVENT DISCRIMINATION AND RETALIATION**

20 **IN VIOLATION OF GOVERNMENT CODE § 12940(k) (FEHA)**

21 **(Against All Defendants)**

22 72. PLAINTIFF re-alleges and incorporates herein by this reference the allegations in
23 the foregoing paragraphs, as though set forth herein.

24 73. At all times mentioned in this complaint, each of the DEFENDANTS regularly
25 employed five or more persons, bringing DEFENDANTS within the provisions of FEHA,
26 Government Code, § 12926(d).

27 74. DEFENDANTS violated the FEHA, Gov. Code § 12940(k) by, among other
28 things, failing to take all reasonable steps to prevent discrimination from occurring, and failing to

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1 promptly and effectively investigate and remediate complaints of discrimination, retaliation and
2 failure to accommodate. Mr. MILLS requested a protected disability leave and reasonable
3 accommodations. DEFENDANTS' employees denied these requests and, instead, terminated Mr.
4 MILLS' employment and refused to transfer him. To Mr. MILLS' knowledge, DEFENDANTS
5 failed to express disapproval of its employees' behaviors and failed to take any meaningful or
6 adequate

7 75. The response of DEFENDANTS to Mr. MILLS' requests was so inadequate as to
8 establish a deliberate indifference to, or tacit authorization of, the alleged offensive acts, and a
9 causal link existed between DEFENDANTS' lack of reasonable actions and the injuries suffered
10 by Mr. MILLS.

11 76. Mr. MILLS timely filed a charge of discrimination and received a Notice of Right
12 to Sue from the DFEH. Thus, Mr. MILLS has exhausted his administrative remedies.

13 77. As the legal result of DEFENDANTS' conduct, Mr. MILLS has suffered and
14 continues to suffer substantial losses of wages, salary, benefits and additional amounts of money
15 that Mr. MILLS would have received if DEFENDANTS had not acted unlawfully as alleged
16 above. As a result of such actions and consequent harm, Mr. MILLS has suffered such damages
17 in an amount according to proof. Mr. MILLS claims such amounts as damages pursuant to
18 California Civil Code § 3287 and/or §3288 and/or any other provision of law providing for
19 prejudgment interest.

20 78. As the further legal result of DEFENDANTS' conduct, Mr. MILLS has suffered
21 and continues to suffer embarrassment, anxiety, humiliation and emotional distress, all to his
22 damage in an amount according to proof.

23 79. As the further legal result of DEFENDANTS' conduct, Mr. MILLS has been
24 harmed in that he has suffered the intangible loss of such employment-related opportunities as
25 experience and status in the positions previously held by him, all to his damage in an amount
26 according to proof.

27 80. The above-cited conduct of DEFENDANTS was done with malice, fraud and
28 oppression, and in reckless disregard of Mr. MILLS' rights under the FEHA. DEFENDANTS

1 consciously, intentionally and in conscious disregard of his rights failed to take reasonable steps
2 to prevent discrimination and/or retaliation. Mr. MILLS is thus entitled to recover punitive
3 damages from DEFENDANTS in an amount according to proof.

4 81. As the result of DEFENDANTS' unlawful acts as alleged herein, Mr. MILLS is
5 entitled to reasonable attorneys' fees and costs of suit as provided by FEHA, Gov. Code, §
6 12965(b).

7 WHEREFORE, Mr. MILLS requests relief as hereinafter provided.

8 **SIXTH CAUSE OF ACTION**

9 **WRONGFUL TERMINATION IN VIOLATION OF PUBLIC POLICY**

10 **(Against All Defendants)**

11 82. PLAINTIFF re-alleges and incorporates herein by this reference the allegations in
12 the foregoing paragraphs, as though set forth herein.

13 83. At all times mentioned, the public policy of the State of California, as codified,
14 expressed and mandated in California Government Code § 12940, is to prohibit employers from
15 discriminating, harassing and retaliating against any individual on the basis of, but not limited to,
16 gender, race, age, disability and national origin as identified in California Government Code §
17 12940 (a)-(o). This public policy of the State of California is designed to protect all employees
18 and to promote the welfare and well being of the community at large. Accordingly, the actions of
19 DEFENDANTS, and each of them, in terminating PLAINTIFF on the grounds alleged and
20 described herein were wrongful and in contravention of the express public policy of the State of
21 California, to wit, the policy set forth in California Government Code § 12940 et seq., and the
22 laws and regulations promulgated thereunder.

23 84. As a proximate result of the aforesaid acts of DEFENDANTS, PLAINTIFF has
24 suffered actual, consequential and incidental financial losses, including without limitation, loss
25 of salary and benefits, and the intangible loss of employment related opportunities in his field
26 and damage to his professional reputation, all in an amount subject to proof at the time of trial.
27 Mr. MILLS claims such amounts as damages pursuant to California Civil Code § 3287 and/or §
28 3288 and/or any other provision of law providing for prejudgment interest.

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85. As a proximate result of the wrongful acts of DEFENDANTS, PLAINTIFF has suffered and continues to suffer stress, anxiety, depression, humiliation, and great emotional trauma. PLAINTIFF is informed and believes, and thereupon alleges, that he will continue to experience said physical and emotional suffering for a period in the future not presently ascertainable, all in an amount subject to proof at the time of trial.

86. As a proximate result of the wrongful acts of DEFENDANTS, PLAINTIFF has been forced to hire attorneys to prosecute his claims herein, and has incurred and is expected to continue to incur attorneys' fees and costs in connection therewith. Mr. MILLS is entitled to recover attorneys' fees and costs under California Government Code § 12965(b).

87. DEFENDANTS had in place policies and procedures that specifically required DEFENDANTS' managers officers and agents to prevent discrimination, retaliation and harassment against and upon employees of DEFENDANTS, based on the protected classes identified in the California Fair Employment and Housing Act, California Government Code § 12940 et. seq. DEFENDANTS' managers, officers and/or agents of DEFENDANTS were aware of DEFENDANTS' policies and procedures requiring DEFENDANTS' managers, officers and agents to prevent and investigate discrimination and retaliation based on disability, against and upon employees of DEFENDANTS. Mr. MILLS relied on the fact that managers, officers and agents would follow these known policies; yet, the managers, officers and agents consciously chose not to follow these policies. Therefore, their outrageous conduct was fraudulent, malicious, oppressive, and was done in wanton disregard for the rights of PLAINTIFF and the rights and duties owed by each of the DEFENDANTS to PLAINTIFF. Each of the DEFENDANTS aided, abetted, participated in, authorized, ratified, and/or conspired to engage in the wrongful conduct alleged above. Mr. MILLS should, therefore, be awarded exemplary and punitive damages against each of the DEFENDANTS in an amount to be established that is appropriate to punish each of the DEFENDANTS and deter others from engaging in such conduct.

WHEREFORE, Mr. WILSON requests relief as hereinafter provided.

JURY DEMAND

PLAINTIFF demands a jury to all issues joined herein.

PRAYER FOR RELIEF

WHEREFORE, PLAINTIFF requests relief as follows:

1. For special and economic damages according to proof;
2. For general and non-economic damages;
3. For punitive damages according to proof;
4. For prejudgment interest at the prevailing legal rate on all amounts claimed;
5. For injunctive relief including requiring Defendant to adopt postings and changes in personnel policies and procedure regarding discrimination, retaliation and violations of the Labor Code and the Industrial Welfare Commission Orders, requiring training to ensure compliance with employees' rights, and for a permanent injunction enjoining Defendant, its agents, successors, employees and those acting in concert with them from engaging in each unlawful practice, policy, usage and custom set forth hereinabove, and for such other injunctive relief as the Court may deem proper;
6. For costs of suit, including reasonable attorneys' fees and expert costs; and
7. For any other and further relief that the court considers proper.

DATED: December 5, 2017

JML AW, A Professional Law Corporation

By: 

JOSEPH M. LOVRETOVICH

DAVID TIBOR

MYTHILY SIVARAJAH

Attorneys for Plaintiff

DEC 18 2017

ATTORNEY OR PARTY WITHOUT ATTORNEY (Name, State Bar number, and address): Joseph M. Lovretovich; David F. Tibor; Mythily Sivarajah 73403; 230563; 252494 JML LAW, APLC 21052 Oxnard Street Woodland Hills, CA 91367 TELEPHONE NO.: (818) 610-8800 FAX NO.: (818) 610-3030 ATTORNEY FOR (Name): Plaintiff		CM-010 FOR COURT USE ONLY FILED Superior Court Of California Sacramento 12/05/2017 aseagle By _____, Deputy Case Number: 34-2017-00223213	
SUPERIOR COURT OF CALIFORNIA, COUNTY OF SACRAMENTO STREET ADDRESS: 720 NINTH STREET MAILING ADDRESS: 720 NINTH STREET CITY AND ZIP CODE: SACRAMENTO, CA 95814 BRANCH NAME: Civil and Criminal Gordon D. Schaber Courthouse			
CASE NAME: MILLS v ACCENTURE LLP			
CIVIL CASE COVER SHEET <input checked="" type="checkbox"/> Unlimited (Amount demanded exceeds \$25,000) <input type="checkbox"/> Limited (Amount demanded is \$25,000 or less)		Complex Case Designation <input type="checkbox"/> Counter <input type="checkbox"/> Joinder Filed with first appearance by defendant (Cal. Rules of Court, rule 3.402)	
CASE NUMBER:		JUDGE: DEPT:	

Items 1-6 below must be completed (see instructions on page 2).

1. Check one box below for the case type that best describes this case:		
Auto Tort <input type="checkbox"/> Auto (22) <input type="checkbox"/> Uninsured motorist (46) Other P/DP/DWD (Personal Injury/Property Damage/Wrongful Death) Tort <input type="checkbox"/> Asbestos (04) <input type="checkbox"/> Product liability (24) <input type="checkbox"/> Medical malpractice (45) <input type="checkbox"/> Other P/DP/DWD (23) Non-P/DP/DWD (Other) Tort <input type="checkbox"/> Business tort/unfair business practice (07) <input type="checkbox"/> Civil rights (08) <input type="checkbox"/> Defamation (13) <input type="checkbox"/> Fraud (16) <input type="checkbox"/> Intellectual property (19) <input type="checkbox"/> Professional negligence (25) <input type="checkbox"/> Other non-P/DP/DWD tort (35) Employment <input checked="" type="checkbox"/> Wrongful termination (36) <input type="checkbox"/> Other employment (15)	Contract <input type="checkbox"/> Breach of contract/warranty (06) <input type="checkbox"/> Rule 3.740 collections (06) <input type="checkbox"/> Other collections (06) <input type="checkbox"/> Insurance coverage (18) <input type="checkbox"/> Other contract (37) Real Property <input type="checkbox"/> Eminent domain/inverse condemnation (14) <input type="checkbox"/> Wrongful eviction (33) <input type="checkbox"/> Other real property (26) Unlawful Detainer <input type="checkbox"/> Commercial (31) <input type="checkbox"/> Residential (32) <input type="checkbox"/> Drugs (38) Judicial Review <input type="checkbox"/> Asset forfeiture (05) <input type="checkbox"/> Petition re: arbitration award (11) <input type="checkbox"/> Writ of mandate (02) <input type="checkbox"/> Other judicial review (39)	Provisionally Complex Civil Litigation (Cal. Rules of Court, rules 3.400-3.403) <input type="checkbox"/> Antitrust/Trade regulation (03) <input type="checkbox"/> Construction defect (10) <input type="checkbox"/> Mass tort (40) <input type="checkbox"/> Securities litigation (28) <input type="checkbox"/> Environmental/Toxic tort (30) <input type="checkbox"/> Insurance coverage claims arising from the above listed provisionally complex case types (41) Enforcement of Judgment <input type="checkbox"/> Enforcement of judgment (20) Miscellaneous Civil Complaint <input type="checkbox"/> RICO (27) <input type="checkbox"/> Other complaint (not specified above) (42) Miscellaneous Civil Petition <input type="checkbox"/> Partnership and corporate governance (21) <input type="checkbox"/> Other petition (not specified above) (43)

2. This case ☐ is ☒ is not complex under rule 3.400 of the California Rules of Court. If the case is complex, mark the factors requiring exceptional judicial management:
- | | |
|--|--|
| a. <input type="checkbox"/> Large number of separately represented parties | d. <input type="checkbox"/> Large number of witnesses |
| b. <input type="checkbox"/> Extensive motion practice raising difficult or novel issues that will be time-consuming to resolve | e. <input type="checkbox"/> Coordination with related actions pending in one or more courts in other counties, states, or countries, or in a federal court |
| c. <input type="checkbox"/> Substantial amount of documentary evidence | f. <input type="checkbox"/> Substantial postjudgment judicial supervision |
3. Remedies sought (check all that apply): a. ☒ monetary b. ☒ nonmonetary; declaratory or injunctive relief c. ☒ punitive
4. Number of causes of action (specify): 6
5. This case ☐ is ☒ is not a class action suit.
6. If there are any known related cases, file and serve a notice of related case. (You may use form CM-015.)

Date: 12/5/2017

Joseph Lovretovich; David Tibor; Mythily Sivarajah

(TYPE OR PRINT NAME)

(SIGNATURE OF PARTY OR ATTORNEY FOR PARTY)

NOTICE

- Plaintiff must file this cover sheet with the first paper filed in the action or proceeding (except small claims cases or cases filed under the Probate Code, Family Code, or Welfare and Institutions Code). (Cal. Rules of Court, rule 3.220.) Failure to file may result in sanctions.
- File this cover sheet in addition to any cover sheet required by local court rule.
- If this case is complex under rule 3.400 et seq. of the California Rules of Court, you must serve a copy of this cover sheet on all other parties to the action or proceeding.
- Unless this is a collections case under rule 3.740 or a complex case, this cover sheet will be used for statistical purposes only.

EXHIBIT B

1 WILSON TURNER KOSMO LLP
 2 MARISSA L. LYFTOGT (259559)
 3 KRYSTAL N. WEAVER (286930)
 4 550 West C Street, Suite 1050
 5 San Diego, California 92101
 Telephone: (619) 236-9600
 Facsimile: (619) 236-9669
 E-mail: mlyftogt@wilsonturnerkosmo.com
 E-mail: kweaver@wilsonturnerkosmo.com

2018 JAN 16 PM 2:11

USDC COURTHOUSE
 SUPERIOR COURT
 OF CALIFORNIA
 SACRAMENTO COUNTY

6 Attorneys for Defendants
 7 ACCENTURE LLP, ACCENTURE LLC, and
 8 ZENTA MORTGAGE SERVICES, LLC

9 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
 10 **COUNTY OF SACRAMENTO**

11 RICHARD MILLS, an individual,
 12 Plaintiff,

13 v.

14 ACCENTURE LLP, an Illinois limited liability
 15 partnership; ACCENTURE LLC, an Illinois
 16 limited liability company; ZENTA MORTGAGE
 17 SERVICES, LLC, a Delaware limited liability
 18 company; and Does 1-50; inclusive,

19 Defendants.

Case No. 34-2017-00223213

**DEFENDANTS ACCENTURE LLP,
 ACENTURE LLC AND ZENTA
 MORTGAGE SERVICES, LLC'S
 ANSWER TO PLAINTIFF'S
 COMPLAINT**

Complaint Filed: December 5, 2017

Dept.: 30
 Judge: Hon. Kevin R. Culhane
 Trial Date: Not Set

20 Defendants ACCENTURE LLP (Accenture LLP), ACCENTURE LLC (Accenture LLC) and
 21 ZENTA MORTGAGE SERVICES, LLC (Zenta) (collectively, Defendants) hereby answer the
 22 unverified Complaint of Plaintiff RICHARD MILLS (Plaintiff) as follows:

23 **GENERAL DENIAL**

24 Pursuant to California Code of Civil Procedure section 431.30(d), Defendants generally deny
 25 each and every allegation in each and every paragraph and cause of action in Plaintiff's Complaint,
 26 deny that Plaintiff was injured or has suffered damages in any sum, and further deny that Plaintiff is
 27 entitled to the relief claimed, or any relief, on the grounds alleged or otherwise.

AFFIRMATIVE DEFENSES

FIRST AFFIRMATIVE DEFENSE

(Failure to State Causes of Action)

The Complaint and each and every purported cause of action thereof fails to state facts sufficient to constitute any cause of action against Defendants.

SECOND AFFIRMATIVE DEFENSE

(Not the Employer)

Accenture LLC and Accenture LLP deny any liability for each of Plaintiff's causes of action in the Complaint because neither entity was Plaintiff's employer.

THIRD AFFIRMATIVE DEFENSE

(Statute of Limitations)

All Plaintiff's causes of action may be barred, in whole or part, by the applicable statutes of limitations, including, without limitation, California Code of Civil Procedure Sections 335.1, 337, 338, 339, 340, and 343 and California Government Code 12900 et seq.

FOURTH AFFIRMATIVE DEFENSE

(Estoppel/Waiver/Consent/Unclean Hands)

The Complaint and each of its causes of action may be barred, in whole or part, by the doctrines of estoppel, waiver, consent, and unclean hands.

FIFTH AFFIRMATIVE DEFENSE

(Comparative Fault)

The damages allegedly suffered by Plaintiff, if any, are the direct and proximate result of the acts or omissions of parties other than Defendants, and the liability of Defendants, if any, is limited in direct proportion to the percentage of fault actually attributed to Defendants.

///

///

///

SIXTH AFFIRMATIVE DEFENSE***(Obligations Discharged)***

Defendants have performed and fully discharged any and all obligations and legal duties to Plaintiff pertinent to the matters alleged in the Complaint.

SEVENTH AFFIRMATIVE DEFENSE***(After-Acquired Evidence)***

Plaintiff's claim of wrongful discharge may be barred, in whole or in part, by the doctrine of after-acquired evidence.

EIGHTH AFFIRMATIVE DEFENSE***(At-Will Employment)***

Without admitting the allegations of the Complaint, Defendants allege that Plaintiff's employment was at-will and could be terminated at any time, with or without cause.

NINTH AFFIRMATIVE DEFENSE***(Just Cause Termination)***

Without admitting the allegations of the Complaint, Defendants allege that Plaintiff was terminated for just cause and business reasons.

TENTH AFFIRMATIVE DEFENSE***(Managerial Discretion)***

Regarding Plaintiff's disability discrimination, retaliation and wrongful termination causes of action, Plaintiff's employment was terminated in the exercise of proper managerial discretion and in good faith based on legitimate reasons.

ELEVENTH AFFIRMATIVE DEFENSE***(Good Faith)***

The Complaint and each of its causes of action are barred because all acts of Defendants affecting the terms and/or conditions of Plaintiff's employment were done in good faith and motivated by legitimate, non-discriminatory and non-retaliatory reasons and/or as a result of business necessity.

TWELFTH AFFIRMATIVE DEFENSE***(No Ratification)***

Defendants deny that they authorized, ratified, acquiesced in, had knowledge of, had reason to know of, approved of, or directed action by any person or entities, constituting unlawful conduct towards Plaintiff, whether as alleged or otherwise.

THIRTEENTH AFFIRMATIVE DEFENSE***(Same Decision Defense)***

If it is found that Defendant's actions were motivated by both discriminatory and nondiscriminatory reasons and/or by both retaliatory and non-retaliatory reasons, Defendant's nondiscriminatory/non-retaliatory reasons alone would have induced it to make the same decision.

FOURTEENTH AFFIRMATIVE DEFENSE***(FEHA Claim May Not Exceed Allegations of Administrative Charge)***

Plaintiff's claims under the California Fair Employment and Housing Act may not be maintained to the extent they exceed or differ from the allegations of an administrative charge filed with the appropriate administrative agency.

FIFTEENTH AFFIRMATIVE DEFENSE***(Failure to Exhaust External Administrative Remedies)***

Plaintiff's claims under the Fair Employment and Housing Act may not be maintained to the extent Plaintiff failed to exhaust external administrative remedies with the appropriate public or governmental agencies.

SIXTEENTH AFFIRMATIVE DEFENSE***(Not a Qualified Individual)***

Plaintiff's claims for disability discrimination, failure to accommodate and failure to engage in the interactive process are barred to the extent he was not a qualified individual under the Fair Employment and Housing Act because he was unable to perform the essential functions of his position.

SEVENTEENTH AFFIRMATIVE DEFENSE***(Undue Hardship)***

Defendant was not required to make any accommodation that would have constituted an undue hardship.

EIGHTEENTH AFFIRMATIVE DEFENSE***(Failure to Provide Adequate Information)***

Plaintiff's interactive process claim lacks merit because any breakdown in the interactive process was attributable to Plaintiff's failure to provide adequate information.

NINETEENTH AFFIRMATIVE DEFENSE***(Workers' Compensation Preemption)***

Plaintiff's claims for physical or emotional damages arising out of his employment with Defendants are preempted by the California Workers' Compensation Act.

TWENTIETH AFFIRMATIVE DEFENSE***(ERISA Preemption)***

Any damages sought for lost employment benefits are preempted by the Employment Retirement Income Security Act of 1974.

TWENTY-FIRST AFFIRMATIVE DEFENSE***(Failure to Mitigate)***

Without admitting the allegations of the Complaint, Defendants allege that if Plaintiff suffered any loss or damage, such loss or damage was proximately caused, at least in part, by Plaintiff's own failure to mitigate against his alleged damages and that, therefore, Plaintiff's claims must be reduced, diminished or defeated by such amounts as should have been so mitigated.

TWENTY-SECOND AFFIRMATIVE DEFENSE***(Avoidable Consequences Doctrine)***

Defendants exercised reasonable care to prevent and correct promptly any discriminatory or retaliatory behavior in the workplace. Defendants are informed and believe, and on that basis allege, that Plaintiff unreasonably failed to take advantage of any preventive or corrective opportunities

provided by Defendants to avoid harm or otherwise. By reason of the foregoing, Plaintiff is barred, in whole or in part, from recovery on the alleged causes of action in the Complaint.

TWENTY-THIRD AFFIRMATIVE DEFENSE

(Offset)

Defendants are entitled to offset for any monies received by Plaintiff from any source in compensation for his alleged economic damages and non-economic damages, including but not limited to, income received from alternate employment, disability benefits, workers' compensation benefits and/or settlement monies, unemployment benefits, pension benefits, and/or benefits from the Social Security Administration.

TWENTY-FOURTH AFFIRMATIVE DEFENSE

(Alternate Stressors)

To the extent Plaintiff suffered any symptoms of mental or emotional distress or injury, they were the result of a pre-existing psychological disorder or alternative concurrent cause, and not the result of any act or omission of Defendants.

TWENTY-FIFTH AFFIRMATIVE DEFENSE

(Adequate Remedy at Law)

Injunctive relief is not appropriate because Plaintiff has an adequate legal remedy.

TWENTY-SIXTH AFFIRMATIVE DEFENSE

(No Standing for Injunctive Relief)

Plaintiffs lack standing to obtain injunctive relief because he is a former employee of Defendant. (See *Price v. Starbucks Corp.* (2011) 192 Cal. App. 4th 1136, 1143, fn. 5.)

TWENTY-SEVENTH AFFIRMATIVE DEFENSE

(Implementation of Good Faith Policies Precludes Punitive Damages)

Punitive damages are not available to Plaintiff because Defendants have in good faith implemented policies against discrimination and retaliation.

TWENTY-EIGHTH AFFIRMATIVE DEFENSE

(Punitive Damages Unwarranted)

Plaintiff is not entitled to recover punitive damages or exemplary damages because none of Defendants' officers, directors or managing agents committed the alleged oppressive, fraudulent or malicious acts, or authorized or ratified the alleged acts, or had advance knowledge of the unfitness of the employee(s) who allegedly committed the acts complained of by Plaintiff.

TWENTY-NINTH AFFIRMATIVE DEFENSE

(Punitive Damages Unconstitutional)

Any punitive damages claimed by Plaintiff is in violation of, and are barred by, the Constitution of the United States, including, but not limited to, the Due Process and Equal Protection Clauses contained in the Fifth and Fourteenth Amendments to the United States Constitution; the Excessive Fines Clause of the Eighth Amendment to the United States Constitution; the Double Jeopardy Clause in the Fifth Amendment to the United States Constitution; the Tenth Amendment to the United States Constitution; and common law, public policy, and applicable statutes and court rules.

THIRTIETH AFFIRMATIVE DEFENSE

(Insufficient Allegations of Punitive Damages Against Corporation)

Regarding all of Plaintiff's causes of action, Plaintiff's allegations are insufficient to sustain the imposition of punitive damages against Defendants.

THIRTY-FIRST AFFIRMATIVE DEFENSE

(Additional Affirmative Defenses)

Defendants currently have insufficient information available upon which to form a belief as to whether they have additional, as yet unstated, affirmative defenses available. Defendants reserve the right to assert additional affirmative defenses in the event discovery indicates they would be appropriate.

WHEREFORE, Defendants pray as follows:

1. That Plaintiff's Complaint and all claims and causes of action therein be dismissed with prejudice;

2. That Plaintiff take nothing by this action;
3. That judgment be entered against Plaintiff and in favor of Defendants;
4. That Defendants be awarded costs incurred in this action;
5. That the court grant Defendants such other and further legal or equitable relief as the court deems just and proper.

Dated: January 16, 2018

WILSON TURNER KOSMO LLP

By:



MARISSA L. LYFTOGT
KRYSTAL N. WEAVER
Attorneys for Defendants
ACCENTURE LLP, ACCENTURE LLC and
ZENTA MORTGAGE SERVICES, LLC

SACRAMENTO SUPERIOR COURT, STATE OF CALIFORNIA		COURT USE ONLY
TITLE OF CASE (ABBREVIATED) <i>Richard Mills v. Accenture LLP, etc. et al.</i>		
ATTORNEY OR PARTY WITHOUT ATTORNEY (NAME AND ADDRESS): MARISSA L. LYFTOGT (259559) KRYSTAL N. WEAVER (286930) WILSON TURNER KOSMO LLP 550 West C Street, Suite 1050 San Diego, CA 92101		TELEPHONE NO.: Tel. (619) 236-9600 Fax: (619) 236-9669
ATTORNEYS FOR: Defendants ACCENTURE LLP, ACCENTURE LLC and ZENTA MORTGAGE SERVICES, LLC	HEARING DATE - TIME	CASE NUMBER: 34-2017-00223213

PROOF OF SERVICE

At the time of service I was over 18 years of age and not a party to this action. My business address is Wilson Turner kosmo LLP, 550 West C Street, Suite 1050, San Diego, CA 92101.

On January 16, 2018, I served the following documents:

1. DEFENDANTS ACCENTURE LLP, ACCENTURE LLC AND ZENTA MORTGAGE SERVICES, LLC'S ANSWER TO PLAINTIFF'S COMPLAINT

I served the documents on the person below, as follows:

JML Law, APLC
Joseph M. Lovretovich, Esq.
David Tibor, Esq.
Mythily Sivarajah, Esq.
21052 Oxnard Street
Woodland Hills, California 91367
Tel: (818) 610-8800 / Fax: (818) 610-3030
Email: jml@jmlaw.com / Email: david@jmlaw.com / Email: mythily@jmlaw.com

- ☐ **By fax transmission.** Based on an agreement of the parties to accept service by fax transmission, I faxed the documents to the persons at the fax numbers listed below. No error was reported by the fax machine that I used. A copy of the record of the fax transmission, which I printed out, is attached.
- ☒ **By United States mail.** I enclosed the documents in a sealed envelope or package addressed to the persons at the addressed below and placed the envelope for collection and mailing, following our ordinary business practices. I am readily familiar with this business's practice for collection and processing correspondence for mailing. On the same day that correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service, in a sealed envelope with postage fully prepaid.
- ☐ **By overnight delivery.** I enclosed the documents in an envelope or package provided by an overnight delivery carrier and addressed to the persons at the addresses above. I placed the envelope or package for collection and overnight delivery at an office or a regularly utilized drop box of the overnight delivery carrier.
- ☐ **By e-mail or electronic transmission.** Based on a court order or an agreement of the parties to accept service by e-mail or electronic transmission, I caused the documents to be sent to the persons at the e-mail addresses listed above. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

I declare under penalty of perjury under the laws of the State of California, that the above is true and correct. Executed on January 16, 2018, at San Diego, California.


Ingrid L. Ekis

EXHIBIT C

SUM-100

SUMMONS
(CITACION JUDICIAL)

NOTICE TO DEFENDANT:
(AVISO AL DEMANDADO):

ACCENTURE LLP, an Illinois limited liability partnership;
ACCENTURE LLC, an Illinois limited liability company;

YOU ARE BEING SUED BY PLAINTIFF:
(LO ESTÁ DEMANDANDO EL DEMANDANTE):

RICHARD MILLS, an individual;

FOR COURT USE ONLY
(SECCIÓN DE LA CORTE)

Superior Court Of California,
Sacramento

12/05/2017

aseagle

By _____, Deputy

Case Number:

34-2017-00223213

NOTICE! You have been sued. The court may decide against you without your being heard unless you respond within 30 days. Read the information below.

You have 30 CALENDAR DAYS after this summons and legal papers are served on you to file a written response at this court and have a copy served on the plaintiff. A letter or phone call will not protect you. Your written response must be in proper legal form if you want the court to hear your case. There may be a court form that you can use for your response. You can find these court forms and more information at the California Courts Online Self-Help Center (www.courtinfo.ca.gov/selfhelp), your county law library, or the courthouse nearest you. If you cannot pay the filing fee, ask the court clerk for a fee waiver form. If you do not file your response on time, you may lose the case by default, and your wages, money, and property may be taken without further warning from the court.

There are other legal requirements. You may want to call an attorney right away. If you do not know an attorney, you may want to call an attorney referral service. If you cannot afford an attorney, you may be eligible for free legal services from a nonprofit legal services program. You can locate these nonprofit groups at the California Legal Services Web site (www.lawhelpcalifornia.org), the California Courts Online Self-Help Center (www.courtinfo.ca.gov/selfhelp), or by contacting your local court or county bar association. NOTE: The court has a statutory lien for waived fees and costs on any settlement or arbitration award of \$10,000 or more in a civil case. The court's lien must be paid before the court will dismiss the case. **¡AVISO!** Lo han demandado. Si no responde dentro de 30 días, la corte puede decidir en su contra sin escuchar su versión. Lea la información a continuación.

Tiene 30 DÍAS DE CALENDARIO después de que le entreguen esta citación y papeles legales para presentar una respuesta por escrito en esta corte y hacer que se entregue una copia al demandante. Una carta o una llamada telefónica no lo protegen. Su respuesta por escrito tiene que estar en formato legal correcto si desea que procesen su caso en la corte. Es posible que haya un formulario que usted pueda usar para su respuesta. Puede encontrar estos formularios de la corte y más información en el Centro de Ayuda de las Cortes de California (www.sucorte.ca.gov), en la biblioteca de leyes de su condado o en la corte que le quede más cerca. Si no puede pagar la cuota de presentación, pide al secretario de la corte que le dé un formulario de exención de pago de cuotas. Si no presenta su respuesta a tiempo, puede perder el caso por incumplimiento y la corte le podrá quitar su sueldo, dinero y bienes sin más advertencia.

Hay otros requisitos legales. Es recomendable que llame a un abogado inmediatamente. Si no conoce a un abogado, puede llamar a un servicio de remisión a abogados. Si no puede pagar a un abogado, es posible que cumpla con los requisitos para obtener servicios legales gratuitos de un programa de servicios legales sin fines de lucro. Puede encontrar estos grupos sin fines de lucro en el sitio web de California Legal Services (www.lawhelpcalifornia.org), en el Centro de Ayuda de las Cortes de California (www.sucorte.ca.gov) o poniéndose en contacto con la corte o el colegio de abogados locales. **AVISO:** Por ley, la corte tiene derecho a reclamar las cuotas y los costos exentos por imponer un gravamen sobre cualquier recuperación de \$10,000 o más de valor recibida mediante un acuerdo o una concesión de arbitraje en un caso de derecho civil. Tiene que pagar el gravamen de la corte antes de que la corte pueda desechar el caso.

The name and address of the court is:
(El nombre y dirección de la corte es): Sacramento County Superior Court
720 Ninth Street
Sacramento, CA 95814

CASE NUMBER
(Número del Caso):

The name, address, and telephone number of plaintiff's attorney, or plaintiff without an attorney, is:
(El nombre, la dirección y el número de teléfono del abogado del demandante, o del demandante que no tiene abogado, es):
Joseph M. Lovretovich; David F. Tibor; Mythily Sivarajah 21052 Oxnard St. Woodland Hills, CA 91367
(818) 610-8800

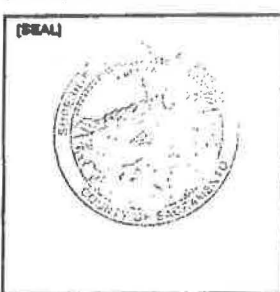
DATE:
(Fecha) DEC - 5 2017

Clerk, by
(Secretario)

A SEAGLE

Deputy
(Adjunto)

(For proof of service of this summons, use Proof of Service of Summons (form POS-010).)
(Para prueba de entrega de esta citación use el formulario Proof of Service of Summons, (POS-010)).



NOTICE TO THE PERSON SERVED: You are served

1. ☐ as an individual defendant.
2. ☐ as the person sued under the fictitious name of (specify):

3. ☒ on behalf of (specify): Accenture LLC, an Illinois limited liability company
under: ☐ CCP 416.10 (corporation) ☐ CCP 416.60 (minor)
☐ CCP 416.20 (defunct corporation) ☐ CCP 416.70 (conservatee)
☐ CCP 416.40 (association or partnership) ☐ CCP 416.90 (authorized person)
☒ other (specify): Corp Code 1706.
4. ☐ by personal delivery on (date):

SUM-200(A)

SHORT TITLE: MILLS v ACCENTURE LLP	CASE NUMBER:
---------------------------------------	--------------

INSTRUCTIONS FOR USE

- This form may be used as an attachment to any summons if space does not permit the listing of all parties on the summons.
- If this attachment is used, insert the following statement in the plaintiff or defendant box on the summons: "Additional Parties Attachment form is attached."

List additional parties (Check only one box. Use a separate page for each type of party.):

☐ Plaintiff
 ☒ Defendant
 ☐ Cross-Complainant
 ☐ Cross-Defendant

ZENTA MORTGAGE SERVICES, LLC, a Delaware limited liability company; and Does 1-50; inclusive,

Page ____ of ____

Page 1 of 1

SUPERIOR COURT OF CALIFORNIA, COUNTY OF SACRAMENTO STREET ADDRESS: 720 Ninth STREET MAILING ADDRESS: 720 Ninth STREET CITY AND ZIP CODE: Sacramento, CA 95814-1311 BRANCH NAME: Gordon D Schaber Courthouse PHONE NUMBER: (916) 874-5522	FOR COURT USE ONLY
SHORT TITLE: Mills vs. Accenture LLP an Illinois limited liability p	
NOTICE OF CASE MANAGEMENT CONFERENCE AND ORDER TO APPEAR	CASE NUMBER: 34-2017-00223213-CU-WT-GDS

Hearing Date

The above entitled action has been set for a case management conference at 08:30 AM on 06/07/2018 in Department 30 in accordance with California Rules of Court 212. You must be familiar with the case and fully prepared to participate effectively in the case management conference.

Case Management Statement

All parties must file and serve a case management statement at least 15 calendar days before the case management conference. Parties are encouraged to file a single joint case management statement.

Minimum Requirements

Prior to the filing of the case management statement, the parties should have done the following:

- Served all parties named in the complaint within 60 days after the summons has been issued
- Ensured that all defendants and cross-defendants have answered, been dismissed, or had their defaults entered
- Met and conferred with all parties as required by CRC 212 (f) to discuss and resolve issues set forth therein.

Tentative Ruling

Following its review of the case management statement(s), the court may determine that a case management conference is not necessary.

To determine whether an appearance is required, the parties must check the court's tentative rulings after 2:00 p.m. on the Court day before the Thursday calendar by accessing the court's internet website at www.saccourt.ca.gov

Case Management Orders

At the case management conference, the court will consider whether the case should be ordered to judicial arbitration or referred to other forms of Alternative Dispute Resolution. Whether or not a case management conference is held, the court will issue a case management order shortly after the scheduled conference date.

Service of Case Management Notice

Unless otherwise ordered by the court, plaintiff shall serve a copy of this notice on any party to the complaint appearing after the court issued this notice. The cross-complainant shall have the same obligation with respect to the cross-complaint.

Certification Filed in Lieu of Case Management Statement

If parties in the action file a certification on a form provided by the court at least 15 calendar days prior to the date of the case management conference that the case is short cause (five hours or less of trial time), that the pleading stage is complete and that the case will be ready for trial within 60 days, the case will be exempted from any further case management requirements and will be set for trial within 60-120 days. The certification shall be filed in lieu of a case management statement.

**CORPORATE CREATIONS®**

Registered Agent • Director • Incorporation

Corporate Creations Network Inc.

11380 Prosperity Farms Road #221E, Palm Beach Gardens, FL 33410

December 20, 2017

Accenture LLC
 Deidre Desideri
 Accenture
 161 N. Clark Street
 CHICAGO IL 60601

SERVICE OF PROCESS NOTICE

The following is a courtesy summary of the enclosed document(s). **ALL information should be verified by you.**

Note: Any questions regarding the substance of the matter described below, including the status or to whom or where to respond, should be directed to the person set forth in line 12 below or to the court or government agency where the matter is being heard.

Item: 2017-163

1.	Client Entity: Accenture LLC
2.	Title of Action: Richard Mills vs. Accenture LLP; Accenture LLC; Zanta Mortgage Services, LLC; et al.
3.	Document(s) Served: Summons Instructions for Use Notice of Case Management Conference and Order to Appear Civil Case Coversheet
4.	Court/Agency: Sacramento County Superior Court
5.	State Served: California
6.	Case Number: 34-2017-00223213
7.	Case Type: Wrongful Termination
8.	Method of Service: Hand Delivered
9.	Date Received: Monday 12/18/2017
10.	Date to Client: Wednesday 12/20/2017
11.	# Days When Answer Due: 30 Answer Due Date: 1/17/2018 CAUTION: Client is solely responsible for verifying the accuracy of the estimated Answer Due Date. To avoid missing a crucial deadline, we recommend immediately confirming in writing with opposing counsel that the date of service in their records matches the Date Received.
12.	SOP Sender: JML Law <small>(Name, Address and Phone Number)</small> Woodland Hills, CA 818-610-8800
13.	Shipped to Client By: Email Only with PDF Link
14.	Tracking Number: Not Applicable
15.	Handled By: 051
16.	Notes: Please note the Hearing Date referenced in the document is 6/07/18 Please note there are other Due Dates listed in the document Also Attached: *Complaint

NOTE: This notice and the information above is provided for general informational purposes only and should not be considered a legal opinion. The client and their legal counsel are solely responsible for reviewing the service of process and verifying the accuracy of all information. At Corporate Creations, we take pride in developing systems that effectively manage risk so our clients feel comfortable with the reliability of our service. We always deliver service of process so our clients avoid the risk of a default judgment. As registered agent, our role is to receive and forward service of process. To decrease risk for our clients, it is not our role to determine the merits of whether service of process is valid and effective. It is the role of legal counsel to assess whether service of process is invalid or defective. Registered agent services are provided by Corporate Creations Network Inc.